

RESOLUTION NO. 2003-349

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
FRESNO, CALIFORNIA, TO IMPLEMENT CHANGES IN  
WAGES, HOURS AND OTHER TERMS AND CONDITIONS  
OF EMPLOYMENT FOR CITY EMPLOYEES  
REPRESENTED BY FRESNO CITY EMPLOYEES  
ASSOCIATION.

WHEREAS, the City of Fresno ("City") and Fresno City Employees Association ("FCEA" or "Association") were parties to a Memorandum of Understanding ("MOU") effective July 1, 1997, which expired, after one extension, on June 30, 2002; and

WHEREAS, on March 25, 2002, the parties commenced negotiations for a successor MOU; and

WHEREAS, on March 10, 2003, after fifty-two (52) negotiations meetings, the Association declared that negotiations were at an impasse; and

WHEREAS, on April 2, 2003, the parties conducted an impasse meeting, and

WHEREAS, commencing on April 9, 2003, the parties participated in mediation under the auspices of Mediator Ron McGee of the State Mediation and Conciliation Service; and

WHEREAS, the parties participated in a total of thirteen (13) mediation sessions; and

WHEREAS, on July 18, 2003, the parties had resolved all outstanding issues through the mutually selected process of mediation, with the exception of wages and the effective date of wage increases, and they agreed that the City would seek direction from the City Council in a closed session scheduled for July 22, 2003; and

WHEREAS, on July 22, 2003, in mediation after a closed session meeting of the City Council, the City presented a compromise on wages consisting of a two percent (2%) offer effective February 15, 2003, a Supplemental Sick Leave Accrual bank, and reopener negotiations in 2004/05 limited to the issues of salary, health and welfare; and two additional items selected by each party; and

WHEREAS, also on July 22, 2003, the parties agreed that the City's proposed compromise was acceptable as a Tentative Agreement, the Association agreed to recommend the Tentative Agreement to its members, the City agreed to prepare the

Adopted 11-4-03  
Approved 11-5-03  
Effective 02-15-04

Tentative Agreement in the form of a successor MOU, and the Association agreed to provide the copy of the successor MOU reflecting the Tentative Agreement to their membership for a ratification vote to be conducted on August 5, 2003; and

WHEREAS, on August 4, 2003, in response to a request from the Association's Chief Negotiator, the City made further concessions in the draft Tentative Agreement/Successor MOU, to further facilitate the Association's ratification process and to assure the Association's agreement on the Tentative Agreement/Successor MOU; and

WHEREAS, on August 5, 2003, the Association convened its membership to conduct a ratification vote on the Tentative Agreement/Successor MOU, reportedly did not recommend approval of the Tentative Agreement/Successor MOU, and attained a vote *against* the Tentative Agreement/Successor MOU; and

WHEREAS, by letter of August 6, 2003, the Association advised the City that a majority of its members who attended the meeting voted to reject the proposed MOU and that those members directed the Association to prepare a new counter-offer to the City's last offer; and

WHEREAS, by letter to the Association dated August 6, 2003, the City indicated that the Tentative Agreement reflected the City's Last, Best and Final Offer, requested that the Association resubmit the City's Last Best and Final Offer to the membership, and that the Association advise the City of the results of the membership's reconsideration no later than August 22, 2003; and

WHEREAS, the Association, by letter of August 14, 2003, declined to convey the City's Last Best and Final Offer to its membership and instead proposed that the City modify its last salary offer to increase its salary proposal to provide a three percent (3%) increase effective January 1, 2003, and indicated that, if the City met this condition, the Association would present the proposal to their members for reconsideration; and

WHEREAS, under the foregoing circumstances, the City is now authorized by law to implement its Last, Best and Final Offer:

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Fresno as follows:

Section 1. The City shall implement the changes in wages, hours and terms and conditions of employment in this Section. These changes were contained within the City's Last, Best and Final Offer and the July 22, 2003 Tentative Agreement for a Successor MOU.

A. Grievance procedure timelines and the authority of the neutral and Grievance Advisory Committee are as follows:

1. Should the grievant not be satisfied with the answer received from the immediate supervisor, the grievant may, within ten (10) calendar days, file an appeal to the department head. (MOU Article VI.A.e.2)<sup>1</sup>
2. If the grievant is not satisfied with the decision of the department head, the grievant may, within ten (10) calendar days after receipt of the written reply, file a request for a review of the department head's decision to the Grievance Advisory Committee. (MOU Article VI.A.e.4)
3. The neutral and Grievance Advisory Committee shall be bound by the language of the MOU, City Administrative Orders, ordinances, rules and regulations consistent therewith in considering any issue properly before them. The neutral and Grievance Advisory Committee shall be expressly confined to the precise issues submitted and shall have no authority to consider any other issue not so submitted. The neutral and Grievance Advisory Committee may not recommend changes in established wages or benefits, nor recommend the payment of back wages or benefits to a date prior to the date the grievance was timely filed. (MOU Article VI.A.e.6.b)

B. Dues Deduction/Agency Shop administration shall include the following:

1. The procedures governing dues deductions, agency shop, hold harmless obligations, religious and conscientious objections, and financial reporting requirements shall be as provided in Government Code Section 3502.5 (MOU Article VII.A)
2. At the request of the Association, the City shall deduct past Association dues from an employee entitled to back pay, provided the employee's earnings are sufficient after other legal and required deductions are made to cover the amount in arrears. (MOU Article VII.C)

C. Employees shall be entitled to a daily meal period of no less than thirty (30) uninterrupted minutes. In the event the employee is directed to work, thereby

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<sup>1</sup> The parenthetical references to "MOU Article \_\_\_" refer to the complete MOU document sent to the Association as the City's Last, Best and Final Offer on August 6, 2003, on file in the City Clerks's Office.

interrupting the meal period, the employee shall be allowed to take a full meal period prior to the end of the shift, or to be compensated at one and one half times (1 ½) the base rate of pay for the missed meal period. (MOU Article VIII.A.2)

D. Effective July 1, 2003, employees hired into classes which have step increases will move from step "A" to step "B" on the anniversary date which is twelve (12) calendar months from the date the employee was appointed to the current class. (MOU Article VIII.G.1)

E. The salaries for Fresno City Employees Association members will be increased by two percent (2%), retroactive to February 15, 2003, with retroactive pay to be disbursed in accordance with the City's normal practice. (MOU Article IX.B.1)

F. Effective February 15, 2003, the salary for employees in the class of Life Skills Instructors, which shall be considered Permanent Part-Time employees, shall be as follows:

Class Title	A	B	C	D	E
Life Skills Instructor	3034	3186	3346	3514	3690

This five-step monthly salary range shall serve as the base rate of pay used to calculate the salary increase detailed in Paragraph E, above. Employees shall be placed at the appropriate step based on the date of hire in the class of Life Skills Instructor (formerly Drug Abuse Resistance Education Instructor). Life Skills Instructors shall be required to use their personal vehicles in the performance of their duties, and shall be reimbursed on the basis of Category 4 of the City's transportation allowance and mileage reimbursement policy, A.O. 2-2. (MOU Article IX.B.2)

G. Effective the second pay period following implementation of this Resolution, except for employees occupying the classes of Community Services Officer I/II/Senior, Fire Prevention Inspector I/II/Senior, Neighborhood Services Representative I, Life Skills Instructor, Administrative Clerks assigned to the Records Division and Rangemasters/Armorers, employees who are required to purchase, maintain and wear a duty uniform shall receive a maintenance and replacement fee of thirty dollars (\$30) per month. (MOU Article IX.E.1)

H. The uniform allowance for new hires into the classes of Community Services Officer I/II/Senior, Fire Prevention Inspector I/II/Senior, Neighborhood Services Representative I, and Life Skills Instructor shall be increased to \$395, to be paid in the first paycheck. Upon completion of probation, employees in these classes shall receive \$65.83 per month for uniform maintenance and replacement to be prorated on a pay period by pay period basis. (MOU Article IX.E.2.a and IX.E.3)

I. Administrative Clerks assigned to the Records Division and Rangemasters/Armorers shall receive \$250 in their first paycheck for the purpose of assisting in the

purchase and maintenance of uniforms. Upon completion of probation, employees in these classes shall receive \$41.66 per month for uniform maintenance and replacement. (MOU Article IX.E.2.b)

J. Employees may not accrue a Compensatory Time Off (CTO) balance of more than forty-eight (48) hours. City departments may compensate by cash payment all CTO balances on the last pay period in each fiscal year at the base/straight time rate of pay, or in any given pay period at the employee's request. (MOU Article IX.F.2)

K. Fresno City Employees Association employees may be subject to on call, call back or standby duties at the discretion of a department, as follows:

1. On Call - Employees shall receive premium pay for fifteen (15) minutes at the employee's base rate of pay for each contact from management or designee during time outside of an employee's normal scheduled work hours, where the employee is not prescheduled for standby, and which does not require the employee to return to the work site. (MOU Article IX.F.3.c.1)
2. Call Back - Employees shall receive premium pay for call back assignments at either one and one-half times or two times the employee's base rate of pay for each two-hour minimum of work in each 24-hour period for time outside of the employee's regular work hours when required to return to the work site. (MOU Article IX.F.3.c.2)
3. Standby - Employees shall receive premium pay for standby duties in the amount of \$16.00 for each workweek night (four total) and \$72.00 for days off beginning the first shift of the following week for time outside of regular work hours when required to be available to respond within one hour. (MOU Article IX.F.3.c.3)

L. Bilingual premium pay is not pensionable. (MOU Article IX.F.3.d)

M. No employee may receive compensation in accordance with Fresno Municipal Code Section 2-1650 until completing eighty (80) hours of service in a higher class, which may be accumulated in half shift increments (e.g., 4 hours for 5/8 employees; 5 hours for 4/10 employees). (MOU Article IX.F.3.e.2)

N. Employees scheduled to work on their birthday who wish to take the day off shall submit a Request for Leave of Absence form for pre-authorization and approval. (MOU Article IX.G.1.f)

O. Effective December 1, 2003, AO 2-19.1, Attendance Policy, shall apply to employees in Fresno City Employees Association. (MOU Article IX.G.2.a)

P. Employees shall be allowed up to forty-eight (48) hours of accumulated sick leave per fiscal year for Family Sick Leave, which may only be used for those purposes defined in the California Labor Code. (MOU Article IX.G.2.b)

Q. Effective July 1, 2003, all employees shall receive an additional forty (40) hours of Supplemental Sick Leave Accrual credit which may be (1) utilized by non-probationary employees once regular sick leave has been exhausted, (2) taken as service credit on an hour-per-hour basis upon retirement, or (3) cashed out at retirement or separation from the City. (MOU Article IX.H) Permanent Intermittent employees shall accrue eight (8) hours Supplemental Sick Leave Accrual for each 173.33 non-overtime hours paid. (MOU Article X.A.2.a) Permanent Part-Time employees shall accrue Supplemental Sick Leave Accrual at a rate proportionate to a full-time employee in the class, according to the number of hours scheduled to work. (MOU Article X.A.2.b)

R. An employee who suffers or who has suffered an injury or illness in the course and scope of City employment shall receive seventy-six percent (76%) of the employee's full wages or salary, excluding overtime. (MOU Article IX.I)

S. Special rules for employees assigned to the Police Department:

1. Court Appearances - Employees receiving departmental notice or subpoena shall be compensated for appearance by "Standby," "Standby at Home" or "Reporting to and Standby" at the Court Liaison Office (CLO). An employee on "standby" shall be compensated at the rate of \$36.00 per day on a day off, with no compensation on a regular day of work. An employee on "standby at home" shall be compensated at one and one-half times for actual time of appearance with a two (2) hour minimum. An employee "reporting at CLO" shall be compensated at one and one-half times with a two (2) hour minimum; if not required to appear in Court the employee may be directed to perform assigned duties during the two (2) hour minimum period. If an employee works more than the two (2) hour minimum, the employee shall be compensated at one and one-half times beyond the two (2) hours, only on a day off status. Employees on "automatic go" shall be compensated for a minimum of three (3) hours at one and one-half times or for the actual time of the appearance, whichever is greater. On a regular day of work, employees shall be compensated for a one (1) hour minimum if appearance starts one (1) hour following a shift; if during the shift and beyond the one (1) hour, the employee will be compensated at the applicable rate for actual time spent. (MOU Article XI.C)

2. Court Appearance/Absent With Substitute (AWS) - An employee off on AWS shall be compensated at the applicable rates stated in Paragraph S(1) above as if the employee was working. If the employee is the substituting employee, then the employee shall be compensated as though the employee had a scheduled day off. (MOU Article XI.C.5)
3. Family Events - Employees may request paid time off (vacation, CTO, or holiday time) for the purpose of attending special family events, such as weddings, birthdays, graduation, etc., and such request may only be cancelled in an emergency. (MOU Article XI.D)
4. CSOs Assigned to Patrol Division - Sign ups will be by seniority by class for shift, area, and/or days off once annually in March, or prior to the beginning of the "summer" schedule. One Senior CSO will be allowed to sign up in each Policing District. If a hardship exists during the twelve (12) month assignment cycle, each employee will be allowed one request for a change and a response shall be issued within thirty (30) calendar days. Probationary CSO I's will be assigned to a district, shift and detail. CSOs assigned to training will be scheduled during an eight-hour workweek, or an eight-hour shift basis. CSOs may be assigned to other police-related duties or functions for periods of time which could require temporary changes to shift hours. All CSOs who work a 4/10 schedule will forfeit the daily 30 minute unpaid meal break and combine the two fifteen minute breaks for a 30-minute paid rest break. (MOU Article XI.F)
5. Special Events and Contract Law Enforcement Services - All special events and contract law enforcement services as special detail assignments will be compensated at time and a half. Compensation will not be credited toward years of service for retirement purposes. All assignments will be on a volunteer basis except for exterior assignments. Probationary CSOs are not eligible to perform special events. (MOU Article XI.G)
6. Call Diversion Unit - Assignments shall be conducted in March of each calendar year by distribution of a Matrix to all CSOs. (MOU Article XI.H)
7. CSOs and Emergency Services Dispatchers shall be permitted to substitute for one another when staffing levels do not permit time off, in accordance with Section 7(p)(3) of the Fair Labor Standards Act.

Employees wishing to provide a substitute must notify the department at least twenty-four (24) hours in advance of the substitution. (MOU Article XI.I)

8. The handling of critical incidents for Emergency Services Dispatchers shall be governed by Police Divisional Order No. 6.2.13. (MOU Article XI.K)
9. Employees in the classification of Property and Evidence Technician and Community Services Officers assigned to the Prosecutor Liaison Office with responsibility for filing narcotics cases and conducting presumptive analysis on narcotics shall be subject to random drug testing implemented in accordance with the procedures and protocols outlined in the Federal Omnibus Transportation Act of 1991. (MOU Article XI.L)

Section 2. The following items require mutual agreement or Association consent, or are otherwise conditioned upon the existence of an MOU, and are therefore not legally subject to implementation at this time:<sup>2</sup>

- A. Association access to time bank funded by employee vacation leave accruals (MOU Article II.D.3)
- B. Review of new class series for Police Clerk (MOU Article VIII.I)
- C. Review of possible conversion of Recreation Leaders to full-time employees (MOU Article VIII.I)
- D. Language establishing Labor Management Committees unit-wide (MOU Article VIII.J)
- E. Limitations on scope of reopeners (MOU Article IX.B.1 and IX.D)
- F. Meeting and conferring over enhanced retirement benefits (MOU Article IX.C)
- G. Requests to meet and confer on changes to federal or state statutes, or City AOs, policies and procedures (Article XIV.C)

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<sup>2</sup> Nothing herein precludes the City and Association from mutually agreeing to participate in the processes specified in Paragraphs B - G, pending a new MOU.



Section 3. The following items reflect the legal obligation and/or rights of the City but are either not appropriate or are not necessary for inclusion in a unilateral implementation resolution:

A. The employer-employee relationship between the City and its employees and the City and the Association shall be governed by applicable provisions of the Public Employment Relations Board. (MOU Article I.C)

B. No employee shall be discriminated against on the basis of any status that is protected by state or federal nondiscrimination statutes as set forth in City policies. (MOU Article II.B)

C. The rights of the City include the determination of staffing levels, including but not limited to, staffing by shift and class. (MOU Article III.A.2)

D. Association employees shall be governed by Fresno Municipal Code Section 2-1923 as adopted June 10, 2003 and effective July 18, 2003. (MOU Article IV.E.2)

E. The Association agrees to represent Unit employees in a manner consistent with the requirements of the Meyers-Millias-Brown Act and applicable state and federal regulations. (MOU Article IV.H.2)

F. The City and the Association shall jointly promote the implementation and effective use of the City of Fresno Injury and Illness Prevention Program (IIPP). In the event any safety violation or health hazard is detected, it shall be reported promptly to the appropriate supervisor who shall take immediate action in accordance with the IIPP. (MOU Article V.B.1)

Section 4. The following items are consistent with existing City practice:

A. Employees on vacation may be permitted to work by notifying the department of their desire to work and shall be compensated at the applicable overtime rate in addition to the employee's vacation. (MOU Article IX.F.1)

B. The workweek for the City begins Monday at 12:01 a.m. and ends the following Sunday at midnight. The workday starts at 12:01 a.m. and ends 24 hours later at midnight. (MOU Article IX.K.1.a)

C. Both 5/8 and 4/10 workweek work schedules shall be utilized to provide minimum staffing. (MOU Article IX.K.2)

Section 5. This Resolution does not effect changes in any item not referenced above which may be covered by prior MOU, policy or practice.

Section 6. The effective date of implementation of this Resolution shall be November 17, 2003, unless otherwise specified.

\* \* \* \* \*

STATE OF CALIFORNIA )  
COUNTY OF FRESNO ) ss.  
CITY OF FRESNO )

I, REBECCA E. KLISCH, City Clerk of the City of Fresno, certify that the foregoing resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the 4th day of November, 2003.

AYES : Calhoun, Dages, Duncan, Boyajian  
NOES : Castillo, Perea, Sterling  
ABSENT : None  
ABSTAIN : None

Mayor Approval: November 5, 2003

Mayor Approval/No Return: N/A, 2003

Mayor Veto: N/A, 2003

Council Override Vote: N/A, 2003

REBECCA E. KLISCH  
City Clerk

BY: Rebecca E. Klisch  
Deputy

APPROVED AS TO FORM:  
CITY ATTORNEY'S OFFICE

BY: Victoria Parks Tuttle  
Deputy

November 5, 2003

TO: MAYOR ALAN AUTRY  
FROM: REBECCA E. KLISCH, City Clerk  
SUBJECT: TRANSMITTAL OF COUNCIL ACTION  
FOR APPROVAL OR VETO

RECEIVED

2003 NOV -5 AM 11:52  
CITY CLERK, FRESNO, CA

Council Adoption: Nov. 4, 2003

Mayor Approval: \_\_\_\_\_

Mayor Veto: \_\_\_\_\_

Override Request: \_\_\_\_\_

By: \_\_\_\_\_  
Deputy

At the Council meeting of 11/04/03, Council adopted the attached Resolution No. 2003-349,  
entitled implement changes in wages, hrs, etc, for City emps. represented by FCEA (5:00 p.m.),  
by the following vote:

Ayes	:	Calhoun, Dages, Duncan, Boyajian
Noes	:	Castillo, Perea, Sterling,
Absent	:	None
Abstain	:	None

Please indicate either your formal approval or veto by completing the following sections and  
executing and dating your action. Please file the completed memo with the Clerk's office on or  
before 11/15/03. Failure to file this memo with the Clerk's office within the required time limit shall  
constitute approval of the ordinance, resolution or action, and it shall take effect without the Mayor's  
signed approval.

Thank you.

\*\*\*\*\*  
APPROVED: X

VETOED for the following reasons: (Written objections are required by Charter; attach additional  
sheets if necessary.)

\_\_\_\_\_  
\_\_\_\_\_

  
Alan Autry, Mayor

Date: 11-5-03

COUNCIL OVERRIDE ACTION:

Date: \_\_\_\_\_

Ayes	:
Noes	:
Absent	:
Abstain	:

RESOLUTION NO. 2003-350

A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO MAKING THE FOURTH AMENDMENT TO RESOLUTION NO. 2003-213 ENTITLED "A RESOLUTION OF THE COUNCIL OF THE CITY OF FRESNO ESTABLISHING RULES FOR THE APPLICATION OF CITY EMPLOYEE COMPENSATION RATES AND SCHEDULES AND RELATED REQUIREMENTS, AND ESTABLISHING COMPENSATION RATES AND SCHEDULES"

RESOLVED, by the Council of the City of Fresno, as follows:

SECTION 1.

Exhibit 3, Unit 3 - Non-Supervisory White Collar is hereby amended to provide increases in salaries for respective classes in the said exhibit, as required by the adoption of the Resolution to Implement Changes in Wages, Hours and Other Items and Conditions of Employment for City Employees Represented by the Fresno City Employees Association (FCEA, Unit 03).

SECTION 2.

This amendment shall become effective and in full force and effect as of February 15, 2003.

Adopted 11-4-03  
Approved 11-5-03  
Effective Dec 8, 2

2003-350

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STATE OF CALIFORNIA )  
COUNTY OF FRESNO ) ss.  
CITY OF FRESNO )

I, REBECCA E. KLISCH, City Clerk of the City of Fresno, certify that the foregoing Resolution was adopted by the Council of the City of Fresno, at a regular meeting held on the 4th day of November, 2003.

AYES : Calhoun, Dages, Duncan, Boyajian  
NOES : Castillo, Perea, Sterling  
ABSENT : None  
ABSTAIN : None

Mayor Approval: November 5, 2003

Mayor Approval/No Return: N/A, 2003

Mayor Veto: N/A, 2003

Council Override Vote: N/A, 2003

REBECCA E. KLISCH  
City Clerk

BY: Rebecca E. Klisch  
Deputy

APPROVED AS TO FORM  
CITY ATTORNEY'S OFFICE

BY: Victoria Parks Tuttle  
Deputy

**EXHIBIT 3**  
**Unit 3 - Non-Supervisory White Collar**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Account Clerk I	130001	*	1905	2001	2101	2207	2318
Account Clerk II	130002	*	2101	2207	2318	2433	2555
Accountant-Auditor I	130011	**	2891	3031	3182	3347	3513
Accountant -Auditor II	130012	**	3379	3544	3725	3909	4106
Accounting Technician	130010	12	2555	2683	2818	2958	3107
Administrative Clerk I	110001	*	1755	1844	1936	2034	2135
Administrative Clerk II	110002	*	1936	2034	2135	2243	2356
Airports Computer Specialist	125080	12	3700	3885	4080	4284	4499
Airports Property Specialist I	175001	12	3443	3616	3797	3987	4188
Airports Property Specialist II	175002	12	4019	4220	4431	4653	4886
Architect	210045	12	4766	5004	5256	5518	5794
Assistant Training Officer	150045	12	3220	3381	3551	3729	3915
Associate Electrical Safety Consultant I	230022	12	3867	4061	4265	4476	4701
Associate Electrical Safety Consultant II	230023	12	4061	4265	4476	4701	4937
Associate Environmental & Safety Consultant I	230003	12	3867	4061	4265	4476	4701
Associate Environmental & Safety Consultant II	230004	12	4061	4265	4476	4701	4937
Associate Plumbing & Mechanical Consultant I	230012	12	3867	4061	4265	4476	4701
Associate Plumbing & Mechanical Consultant II	230013	12	4061	4265	4476	4701	4937
Box Office Assistant	820001	12	2546	2675	2810	2946	3092
Budget Technician	135005	12	2597	2727	2864	3007	3158
Buyer I	140001	**	3012	3164	3323	3489	3664
Buyer II	140002	**	3323	3489	3664	3848	4041
Central Printing Clerk	120005	12	1936	2034	2135	2243	2356
Central Printing Technician	120006	12	2295	2411	2533	2659	2792
City Records Specialist	115025	12	2597	2727	2864	3007	3158
Claims Specialist	150005	12	2582	2714	2850	2992	3144
Code Enforcement Specialist	230040	12	2808	2944	3091	3242	3406

**EXHIBIT 3**  
**Unit 3 - Non-Supervisory White Collar**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Community Recreation Assistant	520010	12	2123	2227	2327	2430	2544
Community Services Officer I	410025	**	2212	2323	2439	2562	2690
Community Services Officer II	410026	**	2439	2562	2690	2826	2968
Computer Operator I	125015	**	2176	2276	2377	2486	2608
Computer Operator II	125016	**	2417	2537	2660	2794	2936
Computer Operator III	125017	12	2660	2794	2936	3077	3231
Computer Systems Specialist I	125010	**	3121	3277	3442	3614	3795
Computer Systems Specialist II	125011	**	3700	3885	4080	4284	4499
Computer Systems Specialist III	125012	12	4173	4382	4602	4831	5074
Computer Systems Technician	125005	12	2073	2177	2286	2401	2520
Construction Compliance Specialist	150055	12	3051	3199	3360	3529	3704
Contract Compliance Specialist	150060	12	3051	3199	3360	3529	3704
Convention Center Marketing Assistant	820009	12	2546	2675	2810	2946	3092
Customer Services Clerk I	115060	*	1905	2001	2101	2207	2318
Customer Services Clerk II	115061	*	2101	2207	2318	2433	2555
Department Computer Specialist	125075	12	2546	2675	2810	2946	3092
Electrical Safety Consultant I	230020	**	3347	3513	3685	3867	4061
Electrical Safety Consultant II	230021	**	3513	3685	3867	4061	4265
Emergency Services Dispatcher I	410001	***	2646	2759	2882	3023	3157
Emergency Services Dispatcher II	410002	***	2847	2990	3142	3300	3459
Emergency Services Dispatcher III	410003	12	3204	3360	3533	3705	3890
Engineer I	210015	**	3496	3669	3852	4045	4242
Engineer II	210016	**	4074	4272	4488	4706	4952
Engineering Aide I	210001	*	2236	2344	2460	2582	2714
Engineering Aide II	210002	*	2596	2727	2859	3001	3155
Engineering Inspector I	230075	**	3406	3588	3759	3944	4145
Engineering Inspector II	230076	**	3739	3925	4122	4328	4546

**EXHIBIT 3**  
**Unit 3 - Non-Supervisory White Collar**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Engineering Technician I	210005	**	2660	2794	2936	3077	3231
Engineering Technician II	210006	**	3001	3155	3312	3476	3650
Environmental Control Officer	620001	12	3357	3527	3698	3885	4076
Environmental & Safety Consultant I	230001	**	3347	3513	3685	3867	4061
Environmental & Safety Consultant II	230002	**	3513	3685	3867	4061	4265
Events Specialist	820005	12	2891	3031	3185	3347	3513
Facilities Construction Specialist	230085	12	3529	3703	3890	4083	4288
Fire Prevention Inspector I	420001	**	3097	3251	3410	3585	3765
Fire Prevention Inspector II	420002	**	3600	3774	3964	4166	4371
Fleet Operations Specialist	710105	12	3254	3417	3589	3768	3957
Identification Technician I	410010	**	2912	3057	3210	3373	3542
Identification Technician II	410011	**	3210	3373	3542	3719	3905
Identification Technician III	410012	12	3373	3542	3719	3905	4101
Industrial/Commercial Water Conservation Representative	610015	12	2855	2994	3145	3304	3462
Industrial Waste Inspector	620030	12	3357	3527	3698	3885	4076
Inorganic Chemist	620020	12	3409	3581	3760	3948	4146
Laboratory Assistant	620010	12	2305	2422	2542	2670	2804
Laboratory Technician I	620011	**	2804	2945	3092	3246	3409
Laboratory Technician II	620012	**	3092	3246	3409	3581	3760
Land Surveyor	210035	12	4293	4508	4735	4971	5221
Landscape Water Conservation Specialist	610005	12	3278	3443	3615	3796	3986
License Representative	135001	12	2675	2810	2946	3092	3251
Life Skills Instructor	940015	12	3095	3250	3413	3585	3764
Mail Operations Technician	120001	12	2135	2243	2356	2473	2597
Municipal Facilities Booking Clerk	115055	12	2756	2894	3039	3192	3351
Neighborhood Services Specialist I	230050	**	3097	3251	3410	3585	3765
Neighborhood Services Specialist II	230051	**	3600	3774	3964	4166	4371



**EXHIBIT 3**  
**Unit 3 - Non-Supervisory White Collar**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Neighborhood Standards Specialist I	230045	**	2891	3031	3185	3347	3513
Neighborhood Standards Specialist II	230046	**	3446	3614	3800	3988	4189
Network Systems Specialist	125030	12	4173	4382	4602	4831	5074
Offset Equipment Operator	120010	12	2295	2411	2533	2659	2792
Paratransit Specialist	320005	12	2546	2675	2810	2946	3092
Parking Controller I	710120	**	1866	1949	2040	2128	2227
Parking Controller II	710121	**	2045	2141	2236	2334	2450
Parking Controller III	710122	12	2236	2334	2450	2557	2676
Parks Planning Coordinator	510020	12	4039	4242	4454	4676	4911
Planner I	220005	*	3036	3183	3345	3514	3690
Planner II	220006	*	3585	3791	3986	4184	4394
Planning Illustrator I	220001	**	2850	2992	3144	3302	3460
Planning Illustrator II	220002	**	3173	3329	3496	3669	3852
Plans Examiner I	210040	**	3027	3178	3338	3506	3684
Plans Examiner II	210041	**	3513	3685	3867	4061	4265
Plans Examiner III	210042	12	3867	4061	4265	4476	4701
Plumbing & Mechanical Consultant I	230010	**	3347	3513	3685	3867	4061
Plumbing & Mechanical Consultant II	230011	**	3513	3685	3867	4061	4265
Police Data Transcriptionist	115035	12	2356	2473	2597	2727	2864
Principal Account Clerk	130004	12	2555	2683	2818	2958	3107
Programmer/Analyst I	125020	**	3121	3277	3442	3614	3795
Programmer/Analyst II	125021	**	3700	3885	4080	4284	4499
Programmer/Analyst III	125022	12	4173	4382	4602	4831	5074
Programmer/Analyst IV	125023	12	4487	4712	4949	5195	5455
Property & Evidence Technician	145010	12	2698	2833	2975	3125	3281
Radio Dispatcher	120015	12	2243	2351	2458	2574	2689
Rangemaster/Armorer	410035	12	3373	3542	3719	3905	4101

**EXHIBIT 3**  
**Unit 3 - Non-Supervisory White Collar**

CLASS TITLE	JOB CODE	PROB PER	A	B	C	D	E
Real Estate Agent I	170010	**	3185	3347	3513	3685	3872
Real Estate Agent II	170011	**	4149	4343	4564	4782	5034
Real Estate Finance Specialist I	170001	**	2752	2891	3031	3185	3347
Real Estate Finance Specialist II	170002	**	3161	3319	3486	3660	3844
Recreation Leader	520001	12	1512	1588	1668	1751	1839
Recreation Specialist	520005	12	2609	2738	2876	3020	3171
Risk Analyst	150010	12	3875	4069	4272	4487	4712
Safety Specialist	150050	12	2660	2793	2934	3081	3236
Secretary	110050	12	2356	2473	2597	2727	2864
Senior Account Clerk	130003	12	2318	2433	2555	2683	2818
Senior Administrative Clerk	110003	12	2135	2243	2356	2473	2597
Senior Buyer	140003	12	3664	3848	4041	4244	4456
Senior Community Services Officer	410027	12	2630	2762	2900	3045	3198
Senior Customer Services Clerk	115062	12	2318	2433	2555	2683	2818
Senior Engineering Technician	210007	12	3496	3669	3852	4045	4242
Senior Fire Prevention Inspector	420003	12	4047	4246	4455	4678	4915
Senior Laboratory Technician	620013	12	3409	3581	3760	3948	4146
Senior Neighborhood Services Specialist	230052	12	4047	4246	4455	4678	4915
Senior Neighborhood Standards Specialist	230047	12	3614	3796	3986	4184	4394
Senior Network Systems Specialist	125031	12	4487	4712	4949	5195	5455
Senior Offset Equipment Operator	120011	12	2533	2659	2792	2932	3079
Senior Property & Evidence Technician	145011	12	2975	3125	3281	3446	3619
Senior Real Estate Finance Specialist	170003	12	3486	3660	3844	4037	4240
Senior Records Clerk	110101	12	2243	2356	2473	2597	2727
Senior Secretary	110051	12	2597	2727	2864	3007	3158
Senior Storeskeeper	145002	12	2698	2833	2975	3125	3281
Senior Water Systems Telemetry & Distributed Control Specialist	610022	12	4487	4712	4912	5195	5455

EXHIBIT 3  
Unit 3 - Non-Supervisory White Collar

CLASS TITLE	JOB CODE	PROB PER	A	B	C	C	E
Solid Waste Bin Inspector	640025	12	2583	2696	2815	2948	3075
Staff Assistant	150001	12	2546	2675	2810	2946	3092
Storeskeeper	145001	12	2446	2570	2698	2833	2975
Survey Party Technician	210031	12	3001	3155	3312	3476	3650
Telecommunications Systems Specialist	710055	12	3487	3662	3846	4039	4242
Transit Surveyor	320001	12	1905	2001	2101	2207	2318
Tree Program Specialist	510015	12	3278	3443	3615	3796	3986
Utility Service Representative I	230090	**	2252	2364	2482	2608	2738
Utility Service Representative II	230091	**	2482	2608	2738	2876	3020
Utility Service Representative III	230092	12	2738	2876	3020	3171	3331
Veterinary Technician	530015	12	2472	2596	2726	2863	3006
Wastewater Reclamation Coordinator	620035	12	3443	3616	3797	3987	4188
Water Conservation Representative	610001	12	2227	2327	2430	2556	2675
Water Education Coordinator	610010	12	3357	3527	3698	3885	4076
Water Systems Telemetry & Distributed Control Specialist	610021	12	3700	3885	4080	4284	4499
Water Systems Telemetry & Distributed Control Technician	610020	12	3355	3524	3700	3885	4080

- \* This class is in a flexibly-staffed series which allows an employee to "flex" to the journey level after six months of satisfactory service. An employee in this series must serve a total probationary period of one year.
- \*\* This class is in a flexibly-staffed series which requires one year of satisfactory service before an employee can "flex" to the journey level. An employee in this series must serve a probationary period of one year.
- \*\*\* This class is in a flexibly-staffed series. The probationary period for employees in the Emergency Services Dispatcher I class shall be up to 18 months, at the discretion of management. A employee in this series must serve a minimum one year probationary period.

02/15/03 Fourth Council Amendment  
Supersedes Original

November 5, 2003

TO: MAYOR ALAN AUTRY  
FROM: REBECCA E. KLISCH, City Clerk  
SUBJECT: TRANSMITTAL OF COUNCIL ACTION  
FOR APPROVAL OR VETO

RECEIVED

2003 NOV -5 AM 11:52  
CITY CLERK, FRESNO CA

Council Adoption: Nov. 4, 2003

Mayor Approval: \_\_\_\_\_

Mayor Veto: \_\_\_\_\_

Override Request: \_\_\_\_\_

By: \_\_\_\_\_  
Deputy

At the Council meeting of 11/04/03, Council adopted the attached Resolution No. 2003-350, entitled 4<sup>th</sup> amndmnt to Sal. Res. reflecting changes - FCEA (5:00 p.m. a), by the following vote:

Ayes : Calhoun, Dages, Duncan, Boyajian  
Noes : Castillo, Perea, Sterling  
Absent : None  
Abstain : None

Please indicate either your formal approval or veto by completing the following sections and executing and dating your action. Please file the completed memo with the Clerk's office on or before 11/15/03. Failure to file this memo with the Clerk's office within the required time limit shall constitute approval of the ordinance, resolution or action, and it shall take effect without the Mayor's signed approval.

Thank you.

\*\*\*\*\*  
APPROVED: X

VETOED for the following reasons: (Written objections are required by Charter; attach additional sheets if necessary.)  
\_\_\_\_\_  
\_\_\_\_\_

  
Alan Autry, Mayor

Date: 11.5.03

COUNCIL OVERRIDE ACTION:

Date: \_\_\_\_\_

Ayes :  
Noes :  
Absent :  
Abstain :